

**YALSA Board of Directors Meeting
ALA Midwinter Meeting, Philadelphia
January 11-16, 2008**

Topic: Executive Director’s Goals for FY08

Background: At each Midwinter Meeting the Executive Director submits her goals to the Board. It is the responsibility of the Board to provide her immediate supervisor with feedback about the Executive Director’s performance at the end of each fiscal year. The goals can help guide the feedback the Board provides.

Action Required: Information

There are 3 sets of goals included in the following chart: ALA’s goals, YALSA’s goals and the Executive Director’s personal goals. YALSA’s goals are developed based on the ALA Goals, ALA Strategic Plan and YALSA Strategic Plan. The Executive Director’s goals are developed based on the YALSA Strategic Plan and YALSA Goals.

YALSA Unit Goals, FY 2008

Efficiency & Improvement

<u>Goal</u>	<u>Accountabilities</u>	<u>Performance Measures</u>
<p><u>ALA: Implement specific improvements based on the results of the FY 2007 member satisfaction survey. The impact of the improvements will be assessed in FY 2009.</u></p>		
<p><u>YALSA: By August 31st 2008, YALSA will have identified specific goals in order to meet division and member needs.</u></p>	<ul style="list-style-type: none"> • YALSA will have expanded its research efforts to better meet the needs of members and YA librarians. • Evaluate the results of the Research Committee's gaps in research study • Identify strategies to conduct appropriate research • Begin implementation of strategies • Set up an online clearinghouse for YA related research • YALSA will collaborate with the PIO and other appropriate groups to disseminate research findings • Committee appointments process streamlined and more user friendly 	<ul style="list-style-type: none"> • YALSA will add at least one new research-related work to its publication portfolio • Research being conducted and findings freely available once research is completed • Online clearinghouse for research is launched • Committee appointments process moved online
<p><u>Personal:</u> <u>BY: By August 31st 2008, I will have collaborated with the Board and other appropriate member groups to identify strategies and begin implementation of enhancing YALSA's strategic planning and research efforts.</u></p>	<ul style="list-style-type: none"> • Work with the Board to identify strategies for improving YALSA's research efforts, including: publishing, grants and collaboration with appropriate agencies -> Work with the Board to implement next round of strategic planning • Begin implementation of strategies 	<ul style="list-style-type: none"> • Strategies identified and prioritized • Communications with the Board • Strategic planning sessions held at Midwinter and Annual

YALSA Unit Goals, FY 2008

Financial Performance

<u>Goal</u>	<u>Accountabilities</u>	<u>Performance Measures</u>
<p><u>ALA: General fund net revenue will reach or exceed \$250,000.</u></p>		
<p><u>YALSA: By August 31st 2008, YALSA will have implemented new initiatives so that the net asset balance reaches or exceeds \$450,000.</u></p>	<ul style="list-style-type: none"> • Increase Teen Tech Week revenues from sponsorships/partnerships • Add to YALSA's existing publishing portfolio • Continue branding of the Odyssey, Printz, MAE, and Alex awards • Develop new products to sell to members, librarians and educators • Aggressively promote Young Adult Literature Symposium to ensure strong registration • Expand CE portfolio 	<ul style="list-style-type: none"> • TTW '08 will have more sponsors/partners than TTW 07 • YALSA will have signed a contract to publish at least one new work • Sales of seals will increase a minimum of 15% • At least 3 new products will be available for sale before 8/31/07 • Expenses vs. revenue for YALS will be narrowed by 15% • Pre-registration for Symposium on target for goal of 500 • New institutes & e-cour78F3r78F3r7807 Linsti

YALSA Unit Goals, FY 2008

Members/Customers/Partners

Goal	Accountabilities	Performance Measures
<p>ALA: Total membership will be maintained at the number of members as of 08/31/07. There will be a specific focus on retention of first year members.</p> <p><u>YALSA: By August 31st 2008, YALSA will have implemented targeted retention efforts to keep existing members.</u></p>	<ul style="list-style-type: none">• Conduct member research to determine member needs and satisfaction levels w/ YALSA benefits• Use research to develop a member retention plan ••	

YALSA Unit Goals, FY 2008

Personal Learning

Goal	Accountabilities	Performance Measures
<p><u>ALA: 100% of staff will undertake a training, educational and/or developmental activity & will complete and submit to their supervisor the Personal Learning Form within 10 days of this activity.</u></p>		
<p><u>YALSA: By August 31st 2008, each staff member will develop & implement a personal learning plan that incorporates at least 3 learning or teaching activities to address identified needs.</u></p>	<ul style="list-style-type: none"> • Create job-specific learning plan to be presented with FY 08 goals • Periodic check-in with supervisor to review/revise learning plan • Integrate learned skills/concepts into daily work and share new skill/knowledge with other staff when appropriate 	<ul style="list-style-type: none"> • Completed personalized learning plan • Document improvements in job performance resulting from personal learning/teaching

Personal:

BY: By August 31st, 2008 I will increase my knowledge and expertise of effective practices relating to financial planning, fundraising and budgeting.